



**The global movement
for tribal peoples' rights**

Survival International
6 Charterhouse Buildings
London EC1M 7ET
United Kingdom

+44(0) 207 687 8700
info@survivalinternational.org
www.survivalinternational.org

**We help tribal peoples
defend their lives, protect
their lands and determine
their own futures**

Software Crafter

Is your dream job to work with smart people, grow as a professional, and work on challenging projects that expose you to interesting problems? We offer all of that, plus your work will have a huge impact internationally, as you will be helping Survival International, one of the most exciting human rights organisations around.

About us

Survival International is the global movement for tribal peoples' rights. We're the only organization that champions tribal peoples around the world. We help them defend their lives, protect their lands and determine their own futures.

We exist to prevent the annihilation of tribal peoples and to give them a platform to speak to the world so they can bear witness to the genocidal violence, slavery and racism they face on a daily basis. By lobbying the powerful we help defend the lives, lands and futures of people who should have the same rights as other contemporary societies.

Our vision is a world where tribal peoples are respected as contemporary societies and their human rights protected.

Technical requirements

- Passion for software engineering and craftsmanship values.
- Great OO skills and strong design patterns knowledge. Functional programming experience is also welcome.
- Knowledge of software best practices like refactoring, writing clean and maintainable code, domain-driven design, encapsulation, clean architecture, etc.
- Experience working with Agile, continuous integration, weekly iterations, code reviews, etc.
- TDD, BDD, etc. Able to think of a test that forces you to write the code you want. Able not to write any more code than required to make the test pass.
- Able to do the simplest thing that could possibly work.
- Strict on keeping a clean git history. Heavy use and deep understanding of rebase, squashing, splitting commits and fixup commits.
- Able to write commit messages that help document the "why" of the change rather than the "what", providing useful context when looking at the code months later.
- We work mainly with Ruby but welcome pretty much any other languages like Elixir, Go, etc.

If you have these qualities, we really won't mind your specific tech stack. We prefer you to have a solid foundation in the principles of good software development.

Non-technical requirements

- Aware and realistic about own strengths and weaknesses.
- Excited about new technologies and constantly learning and keeping up to date with the latest trends.
- The web team is dynamic, collaborative, transparent, and ego-free. We will expect the same from you!
- Able to see the big picture and focus on what will help provide value to the organization in the long term. You do not get distracted with "busy work" and know how to prioritise tasks that give the most value.
- We encourage everyone in our web team to speak their mind and express their opinions and concerns as we believe this is the best way for everyone to be on the same page and move forward as a united team.
- Supportive team member and a team player.
- Comfortable pairing and mob programming. Works well with others.
- Our staff is international and discrimination is not tolerated on the grounds of age, ethnicity, faith, gender, sexual orientation. You must be comfortable working with non-technical colleagues, whose expertise lies in other areas.
- Software craftsmanship training by any of 8th Light, Thoughtbot, ThoughtWorks, Pivotal, and the likes, is an advantage, so if you've been trained by them, mention it in the cover letter!
- We are an international organisation, so if you speak any other languages let us know, as it is an advantage!

What is it like to be a developer at Survival International?

Most of our time is devoted to our multilingual site. It has a monthly site traffic of around 200,000 unique visitors from all around the globe. It has to scale and cope with huge spikes in traffic due to media interest, increase sustainable traffic, and do it without incurring technical debt.

We use mob programming to start new projects and once it has shape and direction we carry on with pair programming. From time to time we may also code solo but we prefer to pair. We follow industry best practices and build everything through TDD and BDD. We don't merge anything to master until it is reviewed and all tests pass. We work in incremental units and weekly iterations.

Our current tech stack includes Rails, MySQL, several payment APIs, Mailchimp API, Salesforce API, Amazon S3, Vimeo, TLS, Engine Yard hosting, Cloudflare load balancing and DDoS protection, Git, and more. If you don't have experience with all of these, or any of them puts you off, don't worry! The web team you'll be part of is slowly moving to a different tech stack and architecture, and you will contribute suggestions and ideas!

Job details and perks

This is an onsite full-time role at our London headquarters. Salary is £30,000-35,000 per annum.

You must have the right to work in the UK.

- We have a pensions scheme and generous annual leave (25 days' holiday increasing with length of service + public holidays + bonus days over Christmas and New Year).
- Being part of a small team, you will not be pigeonholed by your job description. Your voice counts and we welcome your ideas.
- Your work is at the very foundation of our organization. Keeping our site and services running smoothly across all of our international offices is central to achieving our mission in the most efficient way.
- We strive to be an equal opportunities employer, with a close-knit and friendly internal culture. We treat our employees well.
- MacBook Pro or similar.
- Annual international team get-together.

Interview process

- 15-20 minute technical chat on Skype
- Short technical assignment, fixed delivery time: 1 week
- In-person interview to know more about you, followed by a pair programming test with somebody from the web team
- Offer & references

How to apply

Send us your application through bit.ly/software-crafter, including your CV and a cover letter explaining why you want to work with us, and why you're the right candidate. If you have code published online by all means send us a link.

Deadline: September 30th, 2017

Interviews will start on: October 3rd, 2017